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## **RESULTS OF NEW COMPENSATION SURVEY FOR ALLENTOWN-BETHLEHEM-EASTON NOW AVAILABLE**

Workers in the Allentown-Bethlehem-Easton, PA, metropolitan area earned an average of \$13.73 per hour during May and June 1996, according to data released today by the U.S. Department of Labor's Bureau of Labor Statistics (BLS). Alan M. Paisner, the bureau's regional commissioner, said that these data are from a pilot study of Compensation 2000, a new program that will eventually replace three separate BLS compensation surveys. The new survey will increase the amount of occupational wage data available to businesses, wage earners, and the general public and will reduce the time required of businesses to respond to the current BLS compensation surveys. (See table A.)

Table A. Average hourly earnings<sup>1</sup> for selected occupational groups, all workers and full-time workers<sup>2</sup>, Allentown-Bethlehem-Easton, PA, May-June 1996

Occupation <sup>3</sup>	Total			Full-time		
	All industries	Private industries	State and local government	All industries	Private industries	State and local government
All workers	\$13.73	\$13.11	\$18.61	\$14.67	\$14.01	\$19.82
White collar	16.32	15.35	22.61	17.29	16.25	23.88
Professional specialty & technical	21.32	19.41	27.08	21.78	19.61	28.63
Sales	12.09	12.03	--	14.68	14.67	--
Administrative support including clerical	10.59	10.54	11.13	10.98	10.92	11.59
Blue collar	11.99	12.00	11.87	12.38	12.40	12.01
Precision production, craft, & repair	14.83	14.85	14.14	14.88	14.90	14.14
Machine operators, assemblers, & inspectors	11.19	11.21	--	11.33	11.36	--
Transportation & material moving	11.60	11.40	12.93	12.39	12.30	13.01
Handlers, equipment cleaners, helpers, & laborers	9.53	9.51	9.94	10.18	10.17	10.40
Service	8.26	7.19	12.24	9.36	7.97	13.19

<sup>1</sup>Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, hazard pay, and on-call pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The average or mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

<sup>2</sup>Employees are classified as working either a full- or part-time schedule based on the definition used by each establishment.

<sup>3</sup>A classification system including about 450 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups that fall into three main categories.

Note: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall data may include data for categories not shown separately.

Just over half of Allentown's workforce were in the white-collar occupational category, about one-third were blue-collar workers, and the rest were service workers. (See table B.) White-collar workers averaged \$16.32 in straight-time pay per hour, well above the average for all workers. Among occupations with sufficient coverage to allow separate publication, the 10 highest pay levels were in white-collar occupations, specifically the major occupational group of professional specialty and technical occupations where earnings averaged \$21.32 and the highest hourly wages were primarily in education and management-related jobs. Sales and administrative support occupations had generally lower hourly wages than the professional specialty and technical occupations; for instance, apparel sales workers averaged \$5.51 per hour. (See table 1.)

Table B. Share of all workers studied by occupation, full- and part-time status, and industry, Allentown-Bethlehem-Easton, PA, May-June 1996

Occupation <sup>1</sup>	Total <sup>2</sup>			Full-time			Part-time		
	All industries	Private industries	State and local government	All industries	Private industries	State and local government	All industries	Private industries	State and local government
All workers	100	88	12	76	67	9	24	21	3
White collar	52	44	8	41	35	6	11	9	2
Blue collar	32	31	1	27	26	1	5	4	(3)
Service	17	14	3	8	6	2	8	8	1

<sup>1</sup> A classification system including about 450 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups that fall into three main categories: white-collar, blue-collar, and service.

<sup>2</sup> Employees are classified as working either a full- or part-time schedule based on the definition used by each establishment.

<sup>3</sup> Less than 0.5 percent.

Note: Sums may not add to totals due to rounding.

Blue-collar workers averaged \$11.99 per hour; jobs in the major occupational group of precision production, craft, and repair were generally the highest paid of the blue-collar jobs, averaging \$14.83. Plumbers, pipefitters, and steamfitters' pay of \$19.05 per hour topped the blue-collar pay scale. Textile sewing machine operators earned the least at \$7.53, but a number of other occupations also averaged less than \$10 per hour including bus drivers, groundskeepers and gardeners, construction trades helpers, stock handlers and baggers, and hand packers and packagers.

Service occupations averaged about half of the white-collar hourly rate, earning \$8.26. Restaurant-type jobs were found in the study to be among the lower paying service jobs. Waiters and waitresses earned \$3.16 per hour and bartenders \$4.75 per hour, excluding tips. By far the highest service occupation pay went to police and detectives who earned \$16.38 per hour. Janitors and cleaners were next at \$9.26 per hour.

Over three-fourths of the Allentown workers studied were full-time workers and their average hourly pay was higher than that for all workers. Full-time workers earned \$14.67 per hour, about 7 percent more than the overall average. That gap was about the same for both private industry and for State and local government workers. (See table B.) More than two out of three local employees worked full-time for private industries and one of five worked part-time for private employers. The remaining 12 percent were in State and local government.

State and local government employees averaged higher hourly pay than private industry employees in white-collar occupations and in service occupations. State and local government workers had a much greater concentration of white-collar workers than did private industries; just under two-thirds of all the public sector workers studied were white-collar while only half of all private sector workers were. They also had strong concentrations in some of the highest paying jobs -- about 38 percent of all State and local government workers were classified as professional specialty compared with less than 10 percent of private workers, for example -- explaining at least in part the difference between overall private wages, \$13.11 per hour, and the average for the public sector, \$18.61. One quarter of all State and local government workers were teachers or administrators in education-related fields. Sales workers, one of the lowest paying segments of the white-collar occupations, were found almost entirely in the private sector.

There were also relatively few public sector blue-collar workers and the average blue-collar pay level was nearly identical for private industry workers and for State and local government workers. Service workers in the public sector averaged \$12.24 per hour compared with \$7.19 in private industry, but over two-fifths of those State and local government employees were public service police and detectives or janitors and cleaners, the two highest paying service jobs. In contrast, nearly the same share of private industry service workers was in restaurant and food service -- the occupations that generally paid the least.

Data in this release are limited to the initial tabulations from the Allentown survey. The BLS has released Bulletin 3082-2 with complete survey results, including data on wages by industry, union status, full-time and part-time status, size of establishment, and other variables. These data include both mean and median earnings and the middle range of earnings for occupations where enough data were collected to meet publication standards. In addition, hourly earnings are published by occupational group and level, determined by evaluating -- on a firm by firm basis -- 10 factors including knowledge, complexity, and work environment. These data and all of the data contained in the Bulletin may be obtained by contacting the Philadelphia Regional Office at (215) 597-3282 or through the Internet's World Wide Web through the BLS site: <http://stats.bls.gov/comhome.htm> Data are in ASCII files containing the published table format.

#### Technical note

This survey covered establishments employing workers in goods-producing industries (mining, construction, and manufacturing), private service-producing industries (transportation, communications, electric, gas, and sanitary services; wholesale trade; retail trade; finance, insurance, and real estate; and services industries), and state and local governments. All establishments in these industries, regardless of number of employees, were within the scope of the survey. Excluded were private households, agriculture, and the federal government. For purposes of this survey, an establishment is an economic unit that produces goods or services, a central administrative office, or an auxiliary unit providing support services to a company. For all industries in this survey, the establishment was usually at a single physical location. Self-employed persons were excluded from the survey.

The list of establishments from which the survey sample was selected (the sampling frame) was developed from the July 1994 state unemployment insurance reports for the Allentown-Bethlehem-Easton Metropolitan Statistical Area (MSA). The MSA definition is from the U.S. Office of Management and Budget, as of June 30, 1994. The sampling frame was reviewed prior to the survey, and, when necessary, missing establishments were added.

Technical note -- continued

The sample design for this survey was a two-stage probability sample of detailed occupations. The first stage of sample selection was a probability-proportional-to-size sample of establishments. Use of this technique meant that the greater an establishment's employment, the greater was its chance of selection. The Allentown sample consisted of approximately 380 establishments. Weights were applied to each establishment when the data were tabulated so that it represented similar units (by industry and employment size) in the economy that were not selected for collection. The second stage of sample selection, detailed below, was a probability sample of occupations within a sampled establishment.

Identification of the occupations for which wage data were to be collected was a multi-step process. In the first step, the company jobs to be sampled were selected at each establishment by the BLS field economist during a personal visit. A complete list of employees was used for sampling, with each selected worker representing a job within the establishment. As with the selection of establishments, the selection of a company job was based on probability proportional to its size in the establishment. The greater the number of people working in an occupation in the establishment, the greater its chance of selection.

The second step in occupational selection was to classify jobs based on the Census of Population system. This is a system of approximately 450 occupations; selected jobs were classified based on a description of the duties and responsibilities of the job. In the third step, selected occupations were characterized as full-time or part-time, union or nonunion, and time-based pay or incentive pay.

**Table 1. Number of workers studied by occupation, Allentown-Bethlehem-Easton, PA, May-June 1996**

Occupation <sup>1</sup>	Full-time and part-time workers <sup>2</sup>			Full-time workers			Part-time workers		
	All industries	Private industry	State and local government	All industries	Private industry	State and local government	All industries	Private industry	State and local government
All workers .....	234,553	206,559	27,994	178,503	157,442	21,061	56,050	49,117	6,933
All workers excluding sales .....	215,616	187,956	27,660	168,304	147,541	20,763	47,312	40,415	6,896
White-collar occupations .....	121,053	103,377	17,676	95,340	81,662	13,678	25,713	21,715	3,998
Professional specialty and technical occupations .....	39,820	28,522	11,298	33,729	25,094	8,635	6,091	3,428	2,663
Professional specialty occupations .....	30,434	19,827	10,606	25,990	18,047	7,943	4,443	1,780	2,663
Mechanical engineers .....	964	964	—	964	964	—	—	—	—
Engineers, N.E.C. ....	539	539	—	539	539	—	—	—	—
Computer systems analysts and scientists .....	2,005	1,909	—	2,005	1,909	—	—	—	—
Operations and systems researchers and analysts .....	485	485	—	485	485	—	—	—	—
Registered nurses .....	4,736	4,166	570	3,571	3,263	—	1,164	902	—
Elementary school teachers .....	2,842	—	2,655	2,842	—	2,655	—	—	—
Secondary school teachers .....	2,152	—	2,025	2,152	—	2,025	—	—	—
Teachers, N.E.C. ....	919	—	—	588	—	—	—	—	—
Substitute teachers .....	1,783	—	1,783	—	—	—	1,783	—	1,783
Social workers .....	1,813	—	1,084	1,682	—	953	—	—	—
Technical occupations .....	9,386	8,695	691	7,738	7,047	691	1,648	1,648	—
Licensed practical nurses .....	2,056	1,569	—	1,297	—	—	759	759	—
Health technologists and technicians, N.E.C. ....	905	—	—	905	—	—	—	—	—
Electrical and electronic technicians .....	1,204	1,204	—	1,204	1,204	—	—	—	—
Mechanical engineering technicians .....	390	390	—	390	390	—	—	—	—
Drafters .....	813	813	—	813	813	—	—	—	—
Computer programmers .....	1,042	1,042	—	895	895	—	—	—	—
Executive, administrative, and managerial occupations .....	16,662	14,915	1,747	16,271	14,523	1,747	—	—	—
Financial managers .....	1,464	1,412	—	1,464	1,412	—	—	—	—
Administrators, education and related fields .....	688	—	481	688	—	481	—	—	—
Managers, medicine and health .....	571	562	—	480	471	—	—	—	—
Managers and administrators, N.E.C. ..	3,997	3,858	—	3,997	3,858	—	—	—	—
Accountants and auditors .....	1,453	1,364	—	1,453	1,364	—	—	—	—
Other financial officers .....	789	789	—	789	789	—	—	—	—
Purchasing agents and buyers, N.E.C. ....	969	969	—	969	969	—	—	—	—
Management related occupations, N.E.C. ....	3,190	2,747	443	2,890	2,447	443	—	—	—
Sales occupations .....	18,937	18,603	—	10,199	9,901	—	8,738	8,701	—
Supervisors, sales occupations .....	657	—	—	657	—	—	—	—	—
Sales workers, apparel .....	1,159	1,159	—	—	—	—	—	—	—
Sales workers, other commodities .....	5,318	5,318	—	2,368	2,368	—	2,950	2,950	—
Sales counter clerks .....	1,186	1,186	—	—	—	—	—	—	—
Cashiers .....	5,740	5,470	—	1,962	1,692	—	3,778	3,778	—
Sales support occupations, N.E.C. ....	633	633	—	633	633	—	—	—	—
Administrative support including clerical occupations .....	45,634	41,337	4,296	35,142	32,143	2,999	10,492	9,194	1,298
Secretaries .....	5,898	4,921	977	4,175	3,448	727	1,723	1,472	—
Typists .....	722	623	—	578	—	—	—	—	—
Receptionists .....	1,750	1,723	—	1,344	1,344	—	—	—	—
Order clerks .....	1,131	1,131	—	1,038	1,038	—	—	—	—
Bookkeepers, accounting and auditing clerks .....	3,849	3,497	352	2,929	2,644	284	921	—	—
Payroll and timekeeping clerks .....	836	836	—	836	836	—	—	—	—
Traffic, shipping and receiving clerks ...	1,593	1,593	—	1,416	1,416	—	—	—	—
Stock and inventory clerks .....	1,789	1,664	—	1,392	1,267	—	—	—	—
Investigators and adjusters except insurance .....	1,399	1,349	—	1,326	1,276	—	—	—	—
General office clerks .....	7,064	6,300	764	4,916	4,387	528	2,148	1,912	—
Data entry keyers .....	911	868	—	642	599	—	—	—	—
Teachers' aides .....	1,123	—	1,123	—	—	—	585	—	585
Administrative support occupations, N.E.C. ....	1,828	1,710	—	1,251	1,133	—	—	—	—
White-collar occupations excluding sales .....	102,116	84,774	17,342	85,141	71,760	13,381	16,975	13,014	3,961

See footnotes at end of table.

**Table 1. Number of workers studied by occupation, Allentown-Bethlehem-Easton, PA, May-June 1996 — Continued**

Occupation <sup>1</sup>	Full-time and part-time workers <sup>2</sup>			Full-time workers			Part-time workers		
	All industries	Private industry	State and local government	All industries	Private industry	State and local government	All industries	Private industry	State and local government
Blue-collar occupations .....	74,878	71,614	3,264	64,197	61,730	2,467	10,681	9,884	797
Precision production, craft, and repair occupations .....	21,463	20,934	529	20,681	20,152	529	—	—	—
Automobile mechanics .....	1,421	1,359	—	1,421	1,359	—	—	—	—
Industrial machinery repairers .....	1,520	1,482	—	1,490	1,451	—	—	—	—
Mechanics and repairers, N.E.C. ....	1,984	—	—	1,984	—	—	—	—	—
Carpenters .....	1,042	1,004	—	1,042	1,004	—	—	—	—
Electricians .....	588	547	—	588	547	—	—	—	—
Plumbers, pipefitters and steamfitters ..	738	738	—	738	738	—	—	—	—
Roofers .....	1,334	1,334	—	1,334	1,334	—	—	—	—
Supervisors, production occupations ....	2,080	2,041	—	2,080	2,041	—	—	—	—
Machinists .....	629	629	—	629	629	—	—	—	—
Machine operators, assemblers, and inspectors .....	26,716	26,401	—	25,219	24,904	—	1,496	1,496	—
Printing press operators .....	595	595	—	595	595	—	—	—	—
Textile sewing machine operators .....	4,696	4,696	—	4,160	4,160	—	—	—	—
Packaging and filling machine operators .....	1,017	1,017	—	1,017	1,017	—	—	—	—
Painting and paint spraying machine operators .....	1,114	1,114	—	1,114	1,114	—	—	—	—
Miscellaneous machine operators, N.E.C. ....	2,015	2,015	—	2,015	2,015	—	—	—	—
Welders and cutters .....	775	775	—	775	775	—	—	—	—
Assemblers .....	3,702	3,702	—	3,543	3,543	—	—	—	—
Production inspectors, checkers and examiners .....	955	955	—	955	955	—	—	—	—
Transportation and material moving occupations .....	9,730	8,342	1,388	6,266	5,388	878	3,464	2,954	509
Truck drivers .....	4,900	4,732	—	3,781	3,613	—	1,119	1,119	—
Bus drivers .....	2,426	1,664	762	—	—	—	2,173	1,664	509
Industrial truck and tractor equipment operators .....	1,287	1,287	—	1,287	1,287	—	—	—	—
Miscellaneous material moving equipment operators, N.E.C. ....	306	—	—	306	—	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers .....	16,970	15,937	1,033	12,031	11,286	745	4,938	4,651	—
Groundskeepers and gardeners except farm .....	592	—	—	592	—	—	—	—	—
Helpers, mechanics and repairers .....	1,036	—	—	1,036	—	—	—	—	—
Helpers, construction trades .....	1,325	1,325	—	—	—	—	—	—	—
Production helpers .....	803	803	—	—	—	—	—	—	—
Stock handlers and baggers .....	4,073	4,073	—	2,227	2,227	—	1,846	1,846	—
Freight, stock, and material handlers, N.E.C. ....	759	759	—	727	727	—	—	—	—
Hand packers and packagers .....	2,428	2,428	—	1,757	1,757	—	671	671	—
Laborers except construction, N.E.C. ....	3,482	3,482	—	2,684	2,684	—	—	—	—
Service occupations .....	38,622	31,568	7,054	18,966	14,051	4,915	19,656	17,518	2,139
Police and detectives, public service ....	1,286	—	1,286	1,286	—	1,286	—	—	—
Guards and police except public service .....	1,403	1,403	—	788	788	—	615	615	—
Bartenders .....	861	861	—	—	—	—	—	—	—
Waiters and waitresses .....	3,637	3,637	—	849	849	—	2,788	2,788	—
Cooks .....	3,901	3,810	—	2,278	2,234	—	1,623	1,575	—
Food counter, fountain, and related occupations .....	2,453	2,234	—	—	—	—	1,757	1,538	—
Food preparation occupations, N.E.C. ....	4,132	3,606	526	1,951	1,866	—	2,181	1,740	—
Nursing aides, orderlies and attendants .....	4,210	3,237	973	2,050	1,274	—	2,159	1,962	—
Maids and housemen .....	1,179	1,051	—	1,040	912	—	—	—	—
Janitors and cleaners .....	5,447	3,620	1,827	2,945	1,639	1,306	2,502	1,981	521

See footnotes at end of table.

**Table 1. Number of workers studied by occupation, Allentown-Bethlehem-Easton, PA, May-June 1996 — Continued**

Occupation <sup>1</sup>	Full-time and part-time workers <sup>2</sup>			Full-time workers			Part-time workers		
	All industries	Private industry	State and local government	All industries	Private industry	State and local government	All industries	Private industry	State and local government
Child care workers, N.E.C. ....	499	—	—	—	—	—	499	—	—
Service occupations, N.E.C. ....	2,307	2,217	—	1,017	928	—	—	—	—

<sup>1</sup> A classification system including about 450 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

<sup>2</sup> Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm,

where a 40-hour week is the minimum full-time schedule.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupation and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified." Because of rounding, sums of individual items may not equal totals.